

**Canadian Union of Public Employees,
Air Canada Component**

Grievance Form



GRIEVANCE NUMBER: CHQ-26-23 (POLICY)

SUBJECT: Union Interference, Illegal Pairings, False Information to Union Members

DEPARTMENT: Giuseppe Morello, Senior Director, Air Canada Labour Relations – IFS

NATURE OF THE GRIEVANCE:

The Union claims that Air Canada violated the Collective Agreement including and not limited to i. creating illegal pairings and falsely advising crew members that if they do not operate them, they will not get pay protection, ii. falsely advising members that there was an agreement with the Union to have created these illegal pairings; iii. interfering with the administration of the Union by failing to recognize the Union as the sole bargaining agent for All Cabin Personnel, and/or bargaining directly with crew members.

We submit this grievance under articles/clauses 2, 3, 14, 24, BLOCK RULES, all other pertinent sections of the Collective Agreement, s.94 (1) of the Canada Labour Code, Part I, and any other relevant legislation, act, or statute.

SETTLEMENT REQUESTED:

1. Air Canada abide by the Collective Agreement;
2. Air Canada cease and desist the violation;
3. Air Canada pay affected members an additional draft premium and confirm, in writing to each affected member, that they were given false information by Air Canada;
4. Make all affected employees whole (including damages);
5. Pay damages to the Union;
6. Provide for any other redress deemed appropriate.

We request a hearing within the contractual time limits and that the Company provide all documentation relied upon in this matter.

Signature of Employee(s) or Union Officer

A handwritten signature in black ink, appearing to read "Wesley Lesosky".

Name of Union Officer Originating Grievance: Wesley Lesosky, President, Air Canada Component of CUPE

Date: February 27, 2026